



**Brad Henry**  
Governor

**FILED**  
DEC 22 2004  
OKLAHOMA SECRETARY  
OF STATE

EXECUTIVE DEPARTMENT

EXECUTIVE ORDER 2004-38

I, Brad Henry, pursuant to the authority vested in me as Governor of the State of Oklahoma and the federal Drug-Free Workplace Act of 1988 direct the following:

1. All State government work places shall be free from illegal manufacture, distribution, dispensation, possession or use of any controlled substance. Such activities shall be grounds for disciplinary action, up to and including termination.

2. State employees convicted of any work-place-related drug offense which does not result in discharge or forfeiture of position may be required to successfully complete a recognized drug treatment or rehabilitation program.

3. All State agencies directly receiving federal funds through grants or contracts are hereby directed to develop and implement policies for identifying and reporting work-place-related drug convictions of State employees and any personnel actions taken pursuant to such convictions to appropriate federal funding agencies.

4. All State agencies, boards and commissions are directed to adopt such policies and procedures as are necessary to implement the provisions of this order and to avoid any associated loss of federal funding.

A copy of this order shall be distributed to all Cabinet Secretaries and to the Administrator of the Office of Personnel Management for distribution to all state agencies and institutions of higher education, who will distribute to all current and new employees.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Oklahoma to be affixed at Oklahoma City, Oklahoma, this 22<sup>nd</sup> day of December, 2004.

BY THE GOVERNOR OF THE STATE OF OKLAHOMA

A handwritten signature of Brad Henry in black ink, written over a horizontal line.

Brad Henry

ATTEST:

A handwritten signature of M. Lisa Savage in black ink, written over a horizontal line.

Secretary of State